

BIG PLANTS OPEN DRIVE ON UNIONS IN MIDDLE WEST

Manufacturers Association
of Illinois Adopts Open
Shop Resolution.

CLASH ON DEFINITION

Men Belonging to Organ-
ized Labor Barred in Some
Plants, Reports Show.

CHICAGO FALLS IN LINE

Association of Commerce Has
Plan in Mind to Bring
About Open Shop.

Special Dispatch to The New York Herald.
CHICAGO, Jan. 12.—An open war on the closed shop was started by two powerful organizations of employers in Chicago to-day.

At the national conference of State Manufacturers Associations William Butterworth of Deere & Co., Moline, Ill., presided at a session where plans to enforce the open shop were discussed.

Speakers at the installation of officers in the Chicago Association of Commerce advocated similar measures to prevent the extension of industrial unionism. The labor committee of the association outlined a plan to bring about the open shop.

"If the attempt of the railway brotherhoods to impose national boards of adjustment upon the carriers is successful," Mr. Butterworth said, "the effect upon industry will be all-enveloping. First, it will mean the closed shop for all the railroads, as is the goal of the brotherhood leaders."

Following Mr. Butterworth's address, Mr. B. Frank Zoller of Schenectady, chairman of the resolutions committee, presented a resolution endorsing the open shop, which immediately started a prolonged discussion as to the definition of what constituted the open shop. After a dozen members had given different definitions the resolution was unanimously adopted.

Fail to Define 'Open Shop.'
George M. Gillette, veteran head of the Minneapolis Steel Machinery Company, started the ball rolling on the discussion.

"I want to know what I'm voting for because in my shop I'll act according to my vote. Does the open shop mean that a manufacturer shall employ both union and non-union men without discrimination? Because that's not what I do," said Mr. Gillette. "My shop is not going to be organized. The War Labor Board backed up that soap box orator, Lescure, the associate of Haywood, when he tried to organize my shop, but I beat the board."

"A manufacturer has power now. He can run any kind of shop he wants. It is the duty of manufacturers not to abuse their power, but to give it down to the workers. Wages followed the cost of living going up; it should follow the cost of living going down."

"I discriminate against union men and will continue to do so. I ask the committee for a definition of the open shop."

The committee split on the question of definition. W. S. Fennell of Chicago favored defining the open shop by giving it another name: "The American shop." So at last they voted for an open shop, minus definition. They voted also to request the Railway Wage Board not to appoint an additional adjustment board for all the roads.

In his inaugural address J. L. Noel, the new president of the association, said:

"Problems of relations with labor are before us and their solution will demand the continued endeavors of the strong special committee now dealing with that urgent subject. In the annual reports that are before you there is contained a declaration of principles. They are sound American principles."

"They recognize the rights of every class of our citizenship, they declare freedom of contract, they oppose reduction of output, they proclaim the rights of the public and the necessity of preserving them, regardless of dispute between any private parties."

"They declare against sympathetic and jurisdictional strikes, and they go forward as the great industrial strength demands and every class, consumer, employer and employee, will benefit."

The five principles set forth in the report and which were the keynote of the addresses of both Mr. Baird and Mr. Noel follow:

To protect employer and employee in right of freedom of contract.

To prevent any interference with persons seeking to work and to earn a living.

To protect the public right in free and uninterrupted use of streets and transportation of persons or goods.

To oppose restriction of output, discrimination in use of materials, limitation of apprentice, sympathetic and jurisdictional strikes and boycotts.

To oppose the payment of money or other consideration for settlement of strikes or special privileges.

Test of Resolutions.
The resolutions on the open shop, as adopted, follow:

"Whereas hearings upon the question of the perpetuation under private ownership of the means of production and transportation made by the Railroad Administration and the Railroad Labor Brotherhood under Government control are being held before the Railroad Labor Board in Chicago; and

"Whereas the perpetuation of these national agreements would be highly injurious to the welfare of the manufacturing industries and the people of the United States; be it

"Resolved, by the State Manufacturers' Association, in convention assembled, that we urge the Railroad Labor Board to render a decision that the national agreements are no longer in effect and, in so far as its local jurisdiction may extend, authorizing the management and the employees of the various individual railroads to enter into agreements regarding working conditions which shall be adapted to promote in their local circumstances the greatest practicable efficiency of railroad operation."

"We oppose the perpetuation of the existing national agreements and favor local agreements between the individual railroads and their employees for many reasons, among which are the following:

"1.—The circumstances under which the railroads are operated and under which their employees work in the various parts of the country differ widely, and therefore to standardize conditions of employment throughout the country, as the existing national agreements do, is unreasonable in principle and prevents the railroads from being operated with the greatest practical economy. Furthermore, the standardization of working conditions on the railroads must tend to standardize working conditions in manufacturing plants and other industries throughout the country, and since the conditions under which manufacturing and other business concerns must be conducted vary widely, any influence which tends to cause rigid standardization of working conditions in them must have a tendency to reduce industrial and productive efficiency throughout the country."

"2.—The existing national agreements have destroyed methods and practices which always have been recognized as conducive of efficiency, such as the system of piece work in the shops. The continued prohibition of piece work in railway shops will not only tend to increase railway expenses, but to make more difficult to maintain piece work in other industries, thereby tending to reduce efficiency and increase the expenses of operation of other industries."

"3.—The existing national agreements compel the railroads in innumerable cases to pay men for work which is not done or to pay them two or even more days for one day's or less than a day's work, thereby causing the absolute waste of many millions of dollars annually which the shipping and traveling public of the United States must finally pay in freight and passenger rates."

"4.—The existing national agreements require the railroads to promote and lay off men in the order of the seniority of their employment, thus rendering it impossible for them to promote the most competent men, when business is slack, to lay off the least efficient men."

"5.—The existing national agreements are so restrictive in their application to the power of management in maintaining a sufficient number of employees in certain departments, thus limiting the output of their shop and causing delays in the movement of traffic."

"6.—The greatest efficiency in railroad operation and the greatest harmony between each railway and its employees can be secured only through arrangements regarding working conditions made by each railway with its own employees."

"Whereas, the insistence of the railway labor organizations upon the establishment of national boards of adjustment is related to their insistency upon national agreements, and which national boards of adjustment, if established, would have a further tendency to nationalize the railroads; be it

"Resolved, be it received, that because of our unalterable opposition to any step or steps which have a tendency to nationalize the shipping and traveling of the country, we do hereby record our opposition to national boards of adjustment."

"This question of national agreements and national boards of adjustment on the railroads is of such importance that we urge organizations of farmers and business men throughout the country, for their own protection and that of the public, to protest to the Railroad Labor Board and to the railroads against them."

The following organizations were represented at the conference: Colorado Manufacturers and Merchants Association, the Manufacturers Association of Connecticut, Illinois Manufacturers Association, Indiana Manufacturers Association, Associated Industries of Massachusetts, Michigan Manufacturers Association, Minnesota Employers Association, New Hampshire Manufacturers Association, Associated Industries of New York State, Inc.; Manufacturers Association of Washington, West Virginia Manufacturers Association and Wisconsin Manufacturers Association.

LABOR TO EMPLOY CAPITAL IN FIGHT

"Norfolk Idea" Successful in
Keeping Men Busy at
Crescent Iron Works.

USED OWN RESOURCES

Bought Mortgage on Concern
and Prevented Lay Off by
Pressure of Money.

By the Associated Press.

WASHINGTON, Jan. 12.—Labor's answer to recent legal and legislative setbacks may be to fight capital with capital itself.

An experiment now called "the Norfolk idea," conducted by the International Association of Machinists, is being much discussed and, it is said, is about to be repeated on the Pacific coast. In brief, the Norfolk idea is the use of capital assets and credit of organized labor in the fight to force employers to meet its demands.

As explained by E. C. Davison, secretary of the machinists, there was a strike in the Crescent Iron Works at Norfolk, Va., late in 1920. The labor union strategy was simple. The outstanding obligations of the Crescent Iron Works were bought, and control thus having been gained, support was furnished, through extension of credit and active cooperation of affiliated branches of organized labor.

Mr. Davison, who was one of the originators of the idea, estimated to-day that his association saved more than \$200,000 cash in that contest, while the savings of its members was probably double that amount.

"Instead of a long struggle in which our members would have been laid off for a week in strike benefits," he said, "we succeeded in keeping them all employed at top wages. The industry in Norfolk was saved an expensive period of inactivity and the city was saved the loss in trade which would have resulted."

Forced Bank to Yield.

When the Iron Masters Association declared for an open shop in the summer of 1919, investigation disclosed that there was an outstanding mortgage of \$40,000 on the Crescent Works a few days overdue. Mr. Davison, acting for the union, attempted to buy up the mortgage, but the bank holding it refused to sell. Further inquiry disclosed that many of the bank's depositors were members of unions, steps were taken, which resulted in a sudden decrease of the institution's deposits on hand. The offer to purchase the mortgage being then renewed, the bank consented to the sale. Mr. Davison explained.

A "show down," with the management of the Crescent Iron Works followed immediately, Mr. Davison said, the outcome being the reopening of that plant as a strictly union shop.

"The Crescent shop had employed forty machinists," Mr. Davison said, "but these were working overtime. We obtained the adoption of a schedule which permitted the employment of a force of sixty men on an eight hour basis, and later to the use of three shifts a day. By charging the personnel so as to allow each employee to get in three days a week, we soon had this one plant giving work to more than 250 men, all but forty of whom would have been laid off under the old system."

Fuel Strength of the Union.

Soon, however, according to Mr. Davison, Norfolk bankers refused to advance credit for current transactions to the Crescent Works and jobbers, he said, refused to sell it equipment. The Machinists Union then deposited with the Norfolk bank sufficient cash to cover immediate needs and met the remaining problem by arranging with out of town firms for the articles needed to complete the work at hand.

"When we had explained these plans to local merchants," Secretary Davis explained, "they readily consented to reopen their accounts with the Crescent. Influence of the union also was utilized to obtain orders for the plant which it now controlled. This was accomplished largely through cooperation with members of the Norfolk Pilots Association and through the friendship of the closely unionized crews of most foreign ships which put into Norfolk for repairs. Mr. Davison said.

The union then extended its operations by moving to the assistance of two small shops which were in financial difficulties. Learning that a considerable sum

was due for work on vessels of the United States Shipping Board, an arrangement was made whereby the Mount Vernon Savings Bank of Washington, D. C., which is controlled outright by the International Association of Machinists, purchased those accounts and negotiated their settlement direct with the Shipping Board headquarters here.

Many Eager to Follow Plan.

Assistance of the Washington bank to the Norfolk firm was conditioned frankly on their continuing operation as union shops. It was admitted, as several transactions through which the bank deposited with Norfolk institutions sums equal to loans they had made to shops in the vicinity. These deposits could be allowed to remain only so long as the Virginia banks continued to carry the paper of the plants with which the union was cooperating.

Officials of the machinists' association said to-day they had received thousands of letters from labor organizations throughout the United States asking for details of the new plan and for advice as to its adaptability to local conditions. Proponents of the Norfolk idea insist that it offers a legitimate, economical and expeditious way of obtaining relief, at least in isolated cases. Whether it could be used by labor in disputes effecting larger areas and consequently in opposition to more strongly organized opposition Mr. Davison thought would have to await further development.

The union did not aim at work-ownership, he declared, but simply moved to prevent what it considered utilization of capital produced by its members against their own interests.

NO PROFIT SHARES THIS YEAR.

Knitting Mills Last Year Divided 20 Per Cent. of Payroll.

WAKEFIELD, Mass., Jan. 12.—The Harvard Knitting Mills, in which a plan for equal sharing of profits and losses by owners and workers was put into effect a year ago, will distribute 20 per cent. of the annual payroll, less profits to share this year. In announcing this fact to-day the company said business conditions of recent months had turned early profits into net losses for the year.

Under the plan the 550 employees share the losses as they would the profits, but the deficit will be carried by the company for the present, and the amount of it marked off the profits of the next prosperous year.

DUNLOP TIRE CO. SUSPENDS.

Corporation Expects to Resume Operations by April 1.

BUFFALO, N. Y., Jan. 12.—The Dunlop Tire and Rubber Company has practically suspended operations. At the office of the company this statement was given to-day:

"The directors of the Dunlop Tire and Rubber Corporation have decided that general conditions in the automobile industry are such that they are justified in slowing down their programme until conditions improve. April 1 is the probable date of resumption of activities, although it may be much sooner if the conditions justify."

Approximately \$25,000,000 has been spent by the company since building operations were started a year and a half ago.

BEGIN FIGHT ON OPEN SHOP.

40,000 Union Workers Represented in Scranton Convention.

SCRANTON, Pa., Jan. 12.—Delegates to the number of 150, representing 40,000 union workers in this city, met in convention here to-day to devise ways and means of combating the open shop movement.

The convention will last three days and is being presided over by S. J. McDonald, president of the Central Labor Union.

ROEBLING WAGES REDUCED.

TRENTON, N. J., Jan. 12.—In line with salary readjustments throughout the country a 10 per cent. cut has been made in the wages of the employees of the John A. Roebling's Sons Company, cable and wire manufacturers. Employees of the Trenton plant and of the plant at Roebing are affected. The reduction becomes effective Monday.

The workmen are understood to have accepted it as inevitable in the light of the general industrial situation. Some of the departments of the plant here are working on part time. It is estimated that about 10,000 employees will be affected.

SILK MILL TO RESUME.

PHILADELPHIA, N. J., Jan. 12.—The Standard Silk Mill, the largest here, which has been closed for five weeks, will resume operations Monday, when a reduction in wages ranging from 10 to 25 per cent. will go into effect, according to announcement made to-day.

JOHN WANAMAKER

Broadway at Ninth, New York

Telephone Stuyvesant 4700

Store Hours, 9 to 5

No need to wait for lower prices---the Wanamaker February Sale of Household Furniture started yesterday

It Is an Idea of Ours
That When We
Issue an
invitation by advertisement
that we are responsible for
the pleasure of those who
accept it while under our
roof, just the same as if
they were guests in our
homes.

A gentleman has good reason to expect to be met by a gentleman and a lady to be met by a lady.

Simple, natural courtesies are easily acquired and they are within reach of the poor and the rich, as well as the young and the old.

A store can provide all classes of merchandise without becoming a middle-class store.

[Signed]

John Wanamaker
Jan. 13, 1921.

Fancy Linens at Half

Real Madeira and imitation flannel and cluny—all on pure linen—another feature of the January Linen Sale.

\$12.50 sets for \$6.25

13-piece luncheon sets of real Madeira, hand-embroidered and hand-scalloped. Six 6-in. and six 10-in. doilies and one 24-in. centerpiece. Only 100 sets.

\$15 doz. napkins for \$7.50

13x13 in. afternoon tea napkins; real Madeira, hand-embroidered and hand-scalloped; eyelet embroidered corner effect, with space for monogram. Only 75 dozen.

Lace-trimmed scarfs

4-in. Cluny design, mounted on fine round thread Irish linen; three sizes:

	Were	Now
18x36 in.	\$2.75	\$1.35
18x45 in.	\$3.00	\$1.50
18x54 in.	\$3.25	\$1.60

First Floor, Old Building.

Old Decorative Paintings for Color and Gaiety

Au Quatrieme

People are realizing more and more the value of the decorative paintings in modern houses and apartments. They appreciate a breath of fragrance and color or the glimpse of quaint scenes and far-away lands that these paintings bring. So many rooms are grateful for one of these paintings with its lovely color subdued by time and its suggestion of charming old-world graciousness.

Au Quatrieme, one of the most charming of decorative canvases, is a painting of a small fair boy and a dog. The color is very clear and sparkling. This painting would make an amusing over mantel in a child's room or in a bedroom.

Fourth Floor, Old Bldg.

Two large old canvases painted with classic busts in grisaille have a background of flowers and foliage. They are important enough to use in a large dining hall or a reception hall.

Pair of old architectural paintings in their original gold frames, very low in key and interesting in color.

Two paintings of Rome made in the 17th Century, one is of a festa with gay hangings on all of the buildings and another is a public square with an old boat shaped fountain in the center.

Four old Italian flower paintings, painted in rather primitive blues and reds and gay greens, showing urns and ballustras piled with fruit and flowers. These would be nucleus for an interesting room.

A set of six old French painted tapestries with figures in pastoral costume and decorative motifs with rocco scrolls; \$2,200 the set.

Exquisite Fur Wraps and Small Furs at lower prices Thursday

The Fur Salons have been fortunate in procuring a special purchase of fur coats and dolmans at very appreciable reductions. The woman who has hesitated about purchasing a fur coat so far this season will find this the opportunity she has been waiting for.

These wraps were chosen for quality first. It is not difficult to offer furs at lowered prices, but it is difficult to have them fine in quality and lowered in price.

We have achieved both. The purchase includes:

Hudson seal coats, 36 inches long, full flared models, good quality, well matched skins, trimmed with large cape collars and bell cuffs of beaver, squirrel and skunk. Early season price, \$595. \$295

Hudson seal dolmans, with sleeves and large cape collars, excellent quality of well matched skins, fancy brocaded linings. Early season price, \$895. \$425

Hudson seal dolman, with sleeves, good quality, well matched skins, beautiful brocaded linings, trimmed with collars of natural German fish and dyed kolin-sky fitch. Early season price, \$1,095. \$545

Mole dolmans, excellent quality, trimmed with natural squirrel collars and cuffs, beautiful brocaded linings. Early season price, \$1,095. \$545

Near-seal coats, 36 inches long, self trimmed with deep cape collars and bell cuffs, full flared models, with belts, good quality linings. Early season price, \$275. \$125

Near-seal coats of the finest quality, 36 inches long, full flared models, trimmed with deep cape collars and bell cuffs of natural skunk and beaver, good quality linings. Early season price, \$425. \$195

Small Furs from our own stocks

Fur scarfs that will be correct for wear now, and for later in the season, in excellent quality of their kind, and well mounted.

Scarfs

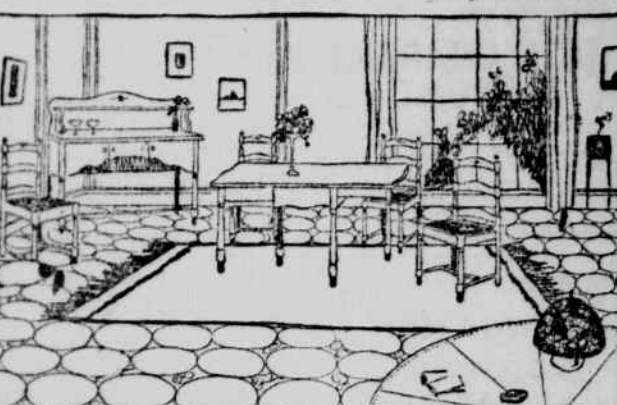
\$25 dyed skunk. \$12.50
\$25 dyed skunk. \$14.75
\$50 dyed skunk. \$27.50
\$10 black and taupe cone. \$5
\$18 black and taupe cone. \$9

Muffs

\$30 American opossum. \$15
\$30 gray fox. \$15
\$45 dyed skunk. \$22.50
\$25 dyed skunk. \$12.50
\$10 black and taupe cone. \$5

Capes

\$28 black cone. \$14
Second Floor, Old Building.



THIS annual event always brings the lowest prices of the season. It offers our entire stock of household furniture without reserve at 10 to 50 per cent. less in price. It makes a universal appeal because it includes all grades of furniture that will give satisfaction in the home. Originating with this Store more than 30 years ago, the sale has steadily grown in volume and service. Today it is an institution without counterpart and without serious competition. We shall be honored to have the visit and inspection of all people who shall need furniture within the next six months.

Fourth, Fifth and Sixth Galleries, New Building.

80% Wool Blankets

In a sale at one-third less

The filling is pure wool, and it is 80 per cent. of the blanket. The warp (the other 20 per cent.) is cotton. Many people prefer this type of blanket to one entirely of wool because in the laundering the cotton warp prevents shrinkage.

Single bed size, 60x84 in.	\$12 pair
Single bed size, extra long, 60x90 in.	\$13 pair
Double bed size, 72x84 in.	\$14.25 pair
Double bed size, extra long, 72x90 in.	\$15.50 pair
Extra large bed size, 80x90 in.	\$17.25 pair

All are white blankets, with pink, blue and rose borders, some all white and are cut and bound separately with exception of the 60x84 in. size.

Fourth Gallery, New Bldg.

Boys' Wash Suits New—for the sale, \$2.85

Just received are several hundred boys' wash suits that were late in arriving for the January Sale. They go on sale Thursday at \$2.85.

All new fresh suits in the best styles of the season—Norfolk, Oliver Twist, middie and Russian. The materials are fine chambray, peggy cloth, Devonshire cloth, palmer cloth, rep and twill. For boys 2½ to 10 years.

Third floor, Old Building.

Maybe You Expected This Sale of

Men's Fur-collared Coats

Every year about this time we make radical reductions in the prices of men's fur-collared coats. We're doing it this year in a big way.

51 Ulsters—half price and less—\$78

Fine coats for chauffeurs. Wool lined, with astrachan collar; dog lined, with astrachan collar; dog lined, with racoon collar.

50 Ulsters—half price and less—\$89.50

Fine coats these. Fabrics are excellent, and collars are made of fine opossum and racoon.

35 Coats—were \$85 now \$45

These are made of domestic chevrot, with collars of nutria and otter.

Fur Caps—half price

Muskrat, Hudson seal (dyed muskrat) and Alaska seal. Were \$30 to \$35. Now \$15 to \$42.50.

Redleaf Underwear ---Close-out

Made to our order in England—finest grades of men's wool underwear we have. Sizes range generally as follows—shirts, 34 to 50; drawers, 30 to 50 in.—but not every size in each style. Underwear like this is seldom subject to reductions like these.

At \$3.50 each

Gauze weight shirts or drawers that were \$8.50 to \$9.50. (Tax 30c.)

At \$6.50 each

Medium weight silver gray shirts or drawers that were \$10 to \$12. (Tax 15c.)

At \$8 each

Heavy weight natural color shirts or drawers that were \$11. (Tax 30c.)

At \$9.50 each

Silvery gray shirts or drawers at \$9.50 each, were \$13 to \$15. (Tax 45c.)

At \$12 each

Heavy weight double-breasted shirts that were \$16.50 to \$19. (Tax 70c.)

The Motor Shop, Burlington

Arcade Floor, New Bldg.